



# Kaitlin E. Hizny

## Managing Associate

khizny@fbtgibbons.com | 502.779.8822

400 West Market Street

Suite 3200

Louisville, KY 40202

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### Practice Areas

Employee Benefits &  
ERISA

Corporate Law

Family Office Services

International Services

Japan Desk

QSBS & Tax Planning  
Services

Tax

### Bar Memberships

Kentucky

Kaitlin focuses her practice on employee benefits and federal tax planning matters, including issues arising in mergers and acquisitions. She advises clients on the design and implementation of executive compensation programs and nonqualified deferred compensation plans, as well as compliance with a variety of tax provisions, including Section 280G and Section 409A.

Kaitlin's employee benefits practice includes drafting qualified retirement plan documents and reviewing service provider contracts. She has experience representing plan sponsors and plan fiduciaries in annuity transactions, both in the "lift out" and plan termination contexts. She also assists clients with correcting plan errors and with determining the treatment of employee benefits in mergers and acquisitions.

On the federal tax planning side, Kaitlin advises clients on tax-efficient strategies for business formations and reorganizations, including for entities taxed as partnerships, S corporations, and C corporations. She also has extensive experience drafting operating agreements and partnership agreements.

## Other Info About Kaitlin

### Education

#### Law School

Washington University in St. Louis School of Law, J.D., 2020

#### Graduate School

Boston University School of Law, LL.M. Taxation, 2023

## Undergraduate School

Transylvania University, B.A., Philosophy, 2013, *summa cum laude*

## Recognition

Selected to Kentucky Rising Stars, 2025–2026

*Recognized by Best Lawyers: Ones to Watch® in America* –  
Employee Benefits (ERISA) Law, 2025–2027; Tax, 2025–2027

Scholar in Law Award, Washington University in St. Louis School of Law, 2017–2020

CALI Excellence for the Future Award – Legal Practice I: Objective Analysis and Reasoning, Washington University in St. Louis School of Law, 2018

CALI Excellence for the Future Award – Business Negotiation, Washington University in St. Louis School of Law, 2019

William T. Young Scholar, Transylvania University, 2009–2013

## Professional Affiliations

Louisville Employee Benefits Council, Program Committee, 2024

Kentucky Bar Association

## Civic Activities

Family & Children's Place, Ambassador, 2021–2023

## Featured Articles

[SECURE 2.0 for 401\(k\) and 403\(b\) Plans – What's New and When's it Effective?](#)

[Considerations for Employer Group Health Plans in the Aftermath of Dobbs](#)

[Five Reasons DOL \(Almost\) Prohibits 401\(k\) Cryptocurrency Investments | Fiduciary Focus Series](#)

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